

University Senate Meeting Minutes

October 24, 2017

3:15 – 5:00 PM

Cox Ballroom

Attended: Paul Ficklin-Alred, Juliette Stapanian Apkarian, Natasha Armstrong, Henry Bayerle, Hope Bussenius, Mikelyn Batiste, Erica Bruchko, Erica Duncan, Paul Byrnes, Lauren Kent-Delany, Erica Duncan, Deborah Bruner, Andreas Fritz, Sandra Garraway, Josh Gilbert, , Katie Hoppenjans, Peng Jin, Moses Kim, Benn Konsynski, Shervon Lewis, Lisa Loveall, Hiram Maxim, Dwight A. McBride, Judy Raggi Moore, Nicole Nixon, Ashley Parcels, Nichole Powell, Astrid Prinz, Jessica Sales, Ani Satz, Jason Schneider, Pamela Scully, Kristin Wendland, Brittany Whitlock, Sidney Stein, Gurbani Singh, Michael Silver, Joey Shea, Dona Yarbrough, Holly York, Cody Long, Jacob Clemente.

Excused Absences: Margaret Fleming, Vanda Hudson, Jonathan Lewin, Kelli Pittman, Matthew Klopman, Jalyn Radzinski, Carla Berg, Mimi Newell, Susan Cruse, Erika James, Mark Neufeld.

Unexcused Absences: Karen Scheib, Anand Swaminathan, Tomi Ojeniyi, Susan Hobson.

Ex Officio Absences: Joe Crespino, Ronald Foust, Marlon Gibson, Deena Keeler, Ben Palmer, Sasha Volokh, Lisa Underwood.

Ex Officio - University Administration Absences: Claire E. Sterk, Micheal Andrechak, Christopher Augustini, Vincent Dollard, Allison Dykes, Richard Mendola, Ajay Nair, Stephen Sencer, Lynn Zimmerman.

Guests/Visitors/Correspondents: Jan Love (for Erika James), Tiffania Willetts (for Mark Neufeld), Sarah Cook, Jennifer Hobbs.

- I. **Senate Meeting Call to Order** - The October Senate meeting was called to order at 3:17 p.m.
- II. **Approval of Senate Meeting Minutes** - The September 2017 Senate meeting minutes were approved by the Senate members. The motion was made by Judy Raggi Moore.

III. **Remarks from Dwight A. McBride** - Provost McBride shared his ideal of shared governance as the hallmark of university governance. To keep the lines of communication open between the Provost and the University Senate, Jennifer Hobbs and Lynn Zimmerman will attend University Senate meetings. McBride also shared his areas of opportunity for the University and the actions that he'll take to address them. Areas and actions include:

- Faculty engagement and retention and the robust use of resources to become proactive and pre-emptive about retention.
- Increased Provost-level office visits with department chairs through group lunches and dinners.
- Create systematic approaches to programs or initiatives toward building diverse and inclusive faculty by convening the University's diversity officers and having conversations about how the future of diversity will look at Emory.
- Potential for a Chief Diversity Officer and how that role could have an impact on convening the University's diversity officers and the continual work of sustaining a diverse and inclusive environment at Emory.
- Building a stronger sense of community for celebrating our academic success.
- Looking to increase capacity of engagement with the Provost.
- Currently in the process of hiring someone to fill the role of Director of Communication and Outreach.
- Redesigning web presence that is useful to our constituents and communicating in a regular and routine way with campus community.
- Building signature programs to bring community together around academic initiatives.
- Currently reviewing finalists for the Senior Vice President for Communications and Public Affairs who will help Emory better tell our story.
- Emory's student retention rate shows a slight difference as compared to our peer institutions; this is an important data point that is actively being addressed through the Emory Undergraduate Experience Initiative.
- Hiring of a Vice Provost for Undergraduate Education.

Provost McBride encouraged senate members to follow him on social media at @dwrightamcbride on Twitter and on Facebook at @Emoryuniversityprovost. An update was provided regarding the Undergraduate Experience Initiative. Provost McBride is working with Paul Marthers (and four other undergraduate deans) to promote greater retention by creating a seamless experience within a One Emory Focus for undergraduate students.

IV. **Waste Management Policy** – Ciannat Howett

Howett shared Emory's Sustainability Vision for landfill waste management. The implementation will begin in January and will provide more consistency, clarity, and convenience for the successful diversion of landfill waste. Emory's goal is to get to 95%

landfill waste diversion (which equals zero landfill waste) by 2025. The changes taking place will apply only to areas serviced by Building and Residential Services and Campus Services. Changes include:

- Campus services will fund the purchase of new, clearly labeled recycling bins to improve the ability to collect waste.
- Exterior bins will also be replaced and the landfill option will be removed.
- Service to desk-side bins will discontinue.
- Glass will now be collected separately.

Howett noted that no one would lose their job as a result of these changes. In fact, new waste specialists will be hired. All University events will be zero landfill events by 2020. In response to one Senate's member's question, Howett will raise the question regarding doggie waste bins on campus. Cigarette butts are compostable. Emory has a recycling education and outreach program which currently has twenty-five student volunteer ambassadors. Howett also noted that Emory does industrial-level composting so all food waste is accepted, unlike backyard composting bins.

V. Access Control Policy – Craig Watson

Watson informed members of the Senate that there had been an internal audit of their access control process. As a result of the audit, the following changes have been or will be made:

- The access control process is now managed by the Emory Police Department's Electronic Security Services Division (no longer Lockshop and Facilities Management) and will oversee electronic and key access control and alarm systems.
- Launch of new online form for key requests to provide better key inventory control..
- Increasing and improving accountability surrounding card access and key requests by identifying Access Control Coordinators for Emory facilities.

Watson noted that there will be no change in the process for access and key acquisition for new hires. As a follow-up to the incident at Georgia Tech, Watson informed the Senate that Emory Police offices do have tasers and body cameras. By the end of this calendar year, all officers will be equipped with them. Watson encourages members of the Emory Community to recognize and address issues before they become crisis incidents by supporting the work of CAPS, FSAP, the Threat Assessment Team and the other mental health and crisis support services available at Emory. Human Resources, CEPAR and Public Safety are developing

online training workplace violence for faculty and staff to be made available beginning in January or February of 2018.

VI. CEPAR Emergency Notification Program - Alexander Isakov

Isakov shared the four pillars of a culture of preparedness:

- There is going to be a disaster
- Being proactive, not reactionary
- Institutional preparedness
- Individual preparedness

Multiple modes of communication of emergency situations are in effect and include text, email, sirens, web banners, social media. Other notification platforms include the apps “Just in Time” and “Live Safe” for improving safety. All members of the community are encouraged to sign-up to receive emergency notifications at www.emergency.emory.edu. Isakov responded to questions regarding the nature and location of threats that prompt emergency notifications. During threats or crisis, there is a challenge surrounding the acquisition of accurate information in real time.

VII. Woodruff Library Renovations – Yolanda Cooper

Cooper updated the Senate on the Libraries’ progress with master planning by walking through floorplans developed during the recent feasibility study. She noted that the project will be completed in phases as funding is available. Phase 1 of the master plan was completed in the summer of 2017 and phase 1.5 will be implemented during the coming winter break. The Libraries planning process was informed by feedback gathered from undergraduate and graduate students as well as faculty through meetings, survey’s and focus groups. While the Libraries facilities are in high use the information gathered during the process indicated a lack of awareness regarding the full level of services offered. The master plan is a service and space plan that should clarify and build awareness of services once complete. The next steps to complete these planned projects are to:

- Socialize to the campus community.
- Advocate for funding and consider fundraising options.
- Advance as noted in recommended phasing.

VIII. Commission on Racial and Social Justice- Co-Chairs Dona Yarbrough and Judith Pannell

Yarbrough and Pannell gave a brief presentation on the purpose and structure of the Commission, which was initially developed in response to 13 demands from Black

students in 2015. The Commission features an Executive Committee, which includes the President, members of the President's Leadership Council, and US Senate and Employee Council Presidents. The Executive Committee guides the work of the Commission and serves as a final point of accountability for the timeline, the structure, and the outcomes. The Steering Committee includes faculty, staff, student and alumni representatives, as well as representatives from SGA, GSGA, the Dean's Council, Human Resources, Undergraduate Education, and the Emory College Faculty Senate. The Steering Committee advises the Executive Committee, co-chairs, and Social Justice Process Owners (SJPOs). SJPOs are staff and faculty members charged with leading working groups and facilitating the resolution of demands and initiatives. The SJPOs develop and advance strategies to achieve racial and social justice outcomes. They chair demand and initiative working groups and assess and report on the progress and overall impact strategies. SJPOs are appointed by Executive Committee Members.

The Commission seeks feedback from the community on additional, university-wide racial and social justice concerns that might best be addressed via the CRSJ. The CRSJ Progress Report can be found on their [website](#).

IX. Adjournment: The October Senate meeting was adjourned at 5:01 p.m.